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Assessing the Need for Mentorship at Lehigh Valley Health Network (LVHN)

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Introduction/Background

Mentorship is a specific relationship and process centered upon the development of personal and professional ideas as well as career advancement. Usually, the mentor is a senior or more experienced individual while the mentee is the junior or less experienced individual. The most common definition in scientific literature for mentorship is: "... an experienced, highly regarded, empathetic person (the mentor) guides another (usually younger) individual (the mentee)..."

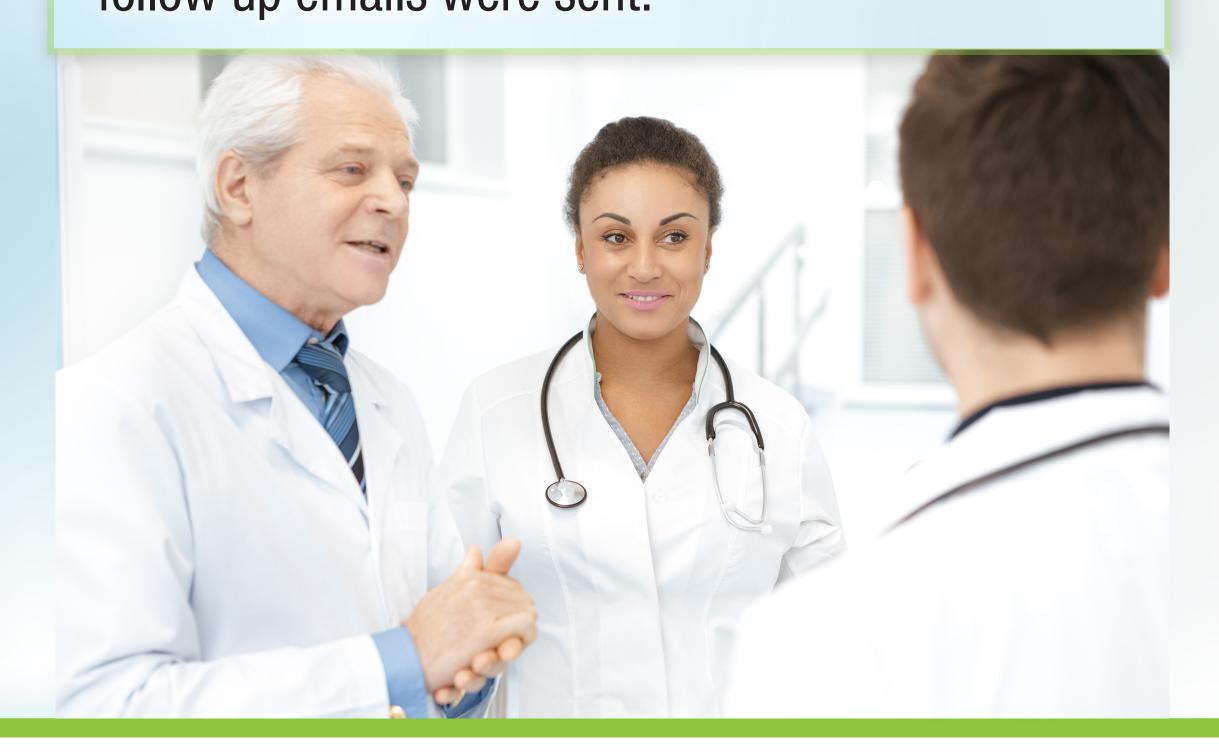
Baseline data provides evidence for the proposed need of mentorship within a certain population at LVHN. Specifically, a survey at the biannual meeting of the Women Physicians Affinity Group (WPAG) on March 31, 2016, had a total of 30 responses that collectively cited mentorship as the number one need by the female physician community. By its very nature, this sectional response begs the question of the probability of a more global need for mentorship. The ultimate purpose of this study is to assess the need for mentorship at the Lehigh Valley Health Network (LVHN).

Problem Statement

This pilot study is being done to determine the need of SELECT Medical Students during their clinical years and other female medical professionals during the following portions of their careers as they relate to mentorship.

Methodology

Using a 10-question, anonymous and voluntary survey this study will further delineate the need for mentorship across a spectrum of medical professionals. The survey was distributed to the SELECT class of 2017, the SELECT class of 2018, and the WPAG. The goal was to achieve a 20% response rate after the original email and two follow up emails were sent.



Results

There were 129 total respondents which is a 16.5% overall response rate to the survey. 99 of the respondents have had a mentor and 75 respondents have been a mentor. 118 respondents believe having a mentor is important, 10 respondents were neutral, and 1 respondent did not believe having a mentor is important (Figure 1). 64 respondents are completely interested in having a mentor at LVHN, 42 were somewhat interested, 15 were not at all interested, and 8 declined to answer (Figure 2). When respondents were asked to distinguish what type of mentorship they would be interested in, 97 were interested in a one-to-one mentor from LVHN, 44 were interested in a one-to-one mentor outside of LVHN, 36 were interested in small group mentoring, and 15 were interested in an LVHN organized activity (Figure 3). 102 of the respondents were female, 20 were male, and 7 declined to answer. 59 of the respondents identified themselves as an attending, 1 as a fellow, 19 as a resident, 21 as an MS4, 19 as an MS3, 3 as other, and 7 declined to answer.



Figure 1. The percent response rate to question of if the respondent believes that having a mentor is important.

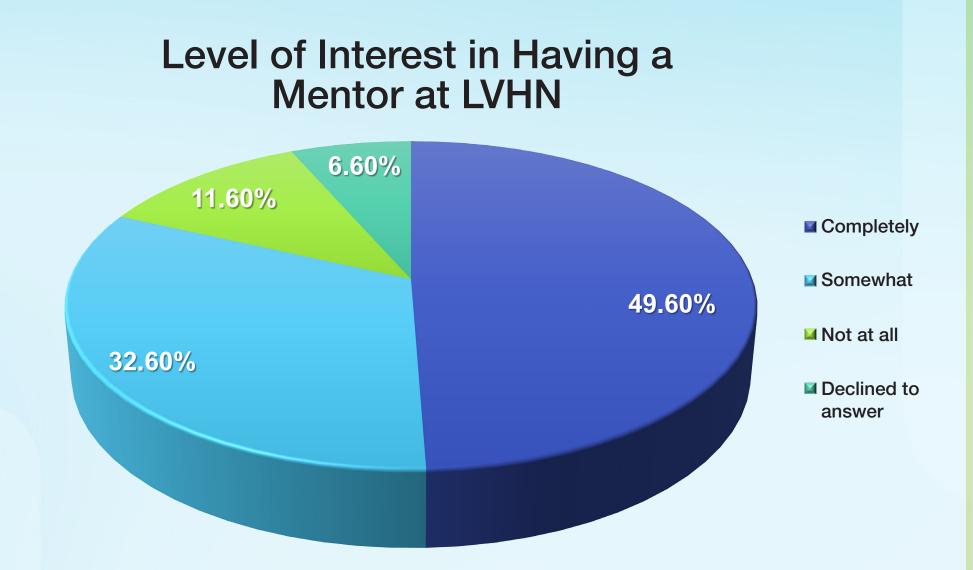


Figure 2. The percent response rate to question of how interested the respondent is to having a mentor at LVHN.

Interest in Various Types of Mentorship at LVHN

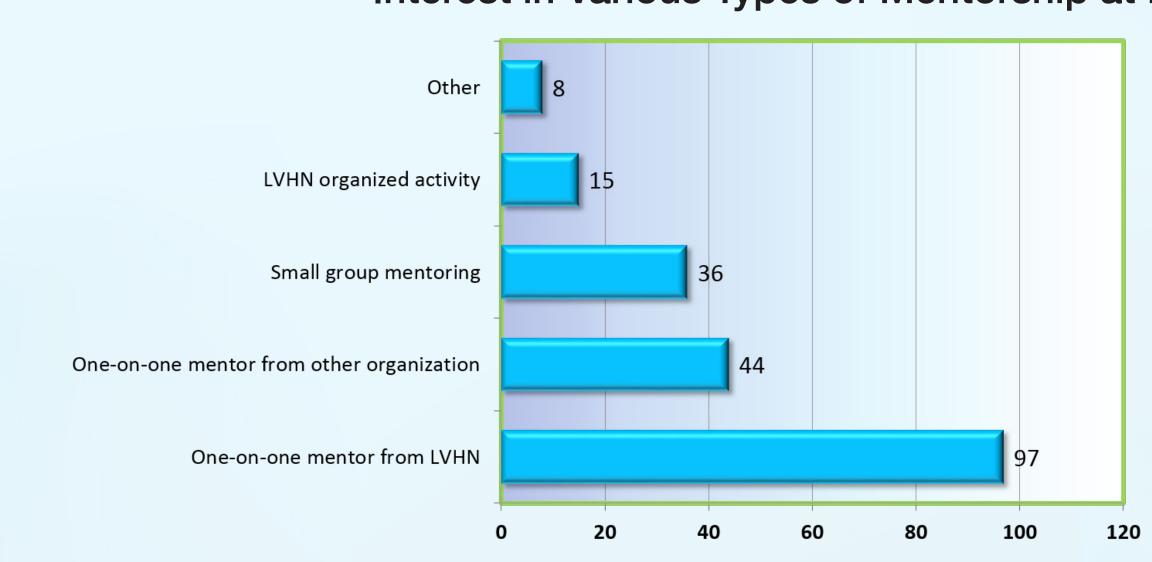


Figure 3. Representation of the 5 different types of mentorship and their associated level of interest with one-on-one mentoring from LVHN having the most overall interest.

Conclusions and Future Implications

The data for this pilot study shows an overwhelming need for mentorship at LVHN with the strongest interest for a one-to-one mentor from LVHN type of mentorship.



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